OMB No. 2010-0032 Expiration Date: 06/30/03



A01-0040 01-31-03

Application Form

Gillette Andover Manufacturing Center		
Name of facility*		
The Gillette Company		
Name of parent company (if any)		
30 Burtt Road		
Street address		
Other to address (a setting of)		
Street address (continued)		
Andrews MA 04040		
Andover, MA 01810		
City/State/Zip code		
Give us information about your contact person for the National		
Environmental Performance Track Program.		
Name Mr./Mrs./Ms./Dr. Mr. William H. Smith		
Title Sr. Environmental Specialist		
Phone 978-749-5074		
Fax 978-749-5901		
E-mail william_smith@gillette.com		
Facility/Company Website www.Gillette.com		

^{*} If you are applying for multiple facilities, you must call 1-888-339-PTRK(7875)

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Why do we need this information?

EPA needs background information on your facility to evaluate your application.

What do you need to do?

Provide background information on your facility.

Section	A
Tell us about your facility.	

1 What do you do or make at your facility?

Gillette, AMC produces the personal care products of the Gillette family of products. Examples of the products manufactured here includes; Right Guard, Foamy, Satin Care, Soft & Dri, Dry Idea, Gillette Series Shave Gel, and Gillette Series Clear Gel.

2 List the North American Industrial Classification System (NAICS) codes that you use to classify business at your facility. NAICS 32562 _____

3 Does your company meet the Small Business Administration definition of a small business for your sector? ☐ Yes ☐ No

4 How many employees (full-time equivalents) currently work at your facility? If you checked "Yes" in question 3 and have fewer than 50 employees at your facility, then you are considered a "small facility" by the Performance Track Program. ☐ Fewer than 50

☐ 50-99

⊠ 100-499

☐ 500-1,000

☐ More than 1,000

5 Complete the Environmental Requirements Checklist on pages 32-38 of the instructions and enclose it with your application.

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Optional: Is there anything else you would like to tell us about your facility? Do you participate in other voluntary programs at the local, tribal, State, or Federal level? Gillette, AMC has ben a long time participant in the Green Lights Program. Gillette, AMC is a charter member of NBEN (Northeast Business Environmental Network). Gillette, AMC has been a long time successful participant in the Mass Electric Rebate Program. Gillette, AMC is an ISO 14001 registered facility.

Why do we need this information?

Facilities need to have an operating Environmental Management System (EMS) that meets certain requirements.

What do you need to do?

- Confirm that your EMS meets the Performance Track requirements.
- Tell us if you have completed a self-assessment or have had a third-party assessment of your EMS.



Read the EMS requirements on page 9-12 of instructions. Tell us if your EMS meets these requirements for:

1	Environmental policy	Yes	☐ No
2	Planning ————	⊠ Yes	☐ No
3	Implementing and operation ————————————————————————————————————	⊠ Yes	☐ No
4	Checking and corrective action	⊠ Yes	☐ No
5	Management review ————————————————————————————————————	⊠ Yes	☐ No
6	Have you done a comprehensive review of all activities conducted at your facility that could impact the environment? (i.e., have you done an aspect analysis?)	⊠ Yes	□No
7	Have you classified your aspects based on their potential harm to the environment, on community concerns, and/or on other objective factors? (i.e., have you determined your significant aspects?)	⊠ Yes	□No
8	When did you last update your aspect analysis? (mo/yr)	12/01	
9	Have you completed at least one EMS cycle (plan-do-check-act)?	⊠ Yes	□No
10	Did this cycle include both an EMS and a compliance audit?	⊠ Yes	□No
11	Have you completed an objective self-assessment or third-party assessment of your EMS?	⊠ Yes	□No

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If yes, what method of EMS assessment did you use?	Self-assessment	Third-party assessment
	☐ GEMI	
	☐ CEMP	☐ Other
	☐ Other	

Why do we need this information?

Facilities need to show that they are committed to improving their environmental performance. This means that you can describe past achievements and will make future commitments.

What do you need to do?

Refer to the Environmental Performance Table in the instructions to answer questions 1 and 2.



Part 1 You must report past achievements for at least two environmental aspects, and you must choose these aspects from the Environmental Performance Table on pages 29-31 of the instructions.

Please quantify each of your aspects using the units listed for that aspect in the Environmental PTrack Information Hotline at 1-888-339-PTRK.

Note to small facilities: If you are a small facility, you must report past achievements for only one environmental aspect.

First achievement

What aspect have you selected from the Table on page 29-31?	Emissions of VOCs	
What units are you using to quantify this aspect? (See Table, page 29-31.)	Tons	
	PAST	CURRENT
3 List the past annual quantity of the aspect (from two years ago) and the current annual quantity of the aspect (from the most recent year for which you have data).	0.24	0.16
4 What are the years for which you are reporting these quantities?	1999	2002
5 Estimate your past normalizing factor (Page 18 of the Instructions will help you calculate this.)	1.1	1.0
6 What is your normalizing factor based on (e.g., production, employment)?	Million aerosol units produced	

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7 You reported an improvement in the quantity of the aspect in Question 3. How

did you achieve this improvement?

We have been actively reducing our VOC emissions since 1990. The values above represent emissions from manufacturing and ancilliary operations (date coding, testing, R&D, etc.), and do not include Tank Farm operations. We are presently in a "maintain" mode; relying on improvements in technology for any future reductions. See attached table and chart.

Second achievement

Second acmevement		
What aspect have you selected from the Table on page 29-31?	Total Energy Use	
What units are you using to quantify this aspect? (See Table, page 29-31.)	KwH	
	PAST	CURRENT
3 List the past annual quantity of the aspect (from two years ago) and the current annual quantity of the aspect (from the most recent year for which you have data).	19,427,760	18,568,800
4 What are the years for which you are reporting these quantities?	2000	2002
5 Estimate your past normalizing factor (Page 18 of the Instructions will help you calculate this.)	1.1	1.0
6 What is your normalizing factor based on (e.g., production, employment)?	Finished units produced	
7 You reported an improvement in the quantity of the aspect in Question 3. How did you achieve this improvement?	We have been actively working toward reducing our consumption of electricity since 19992. We are presently in a "maintain" mode; relying on improvements in technology for any future reductions. See attached table and chart.	

Part 2 You must make future commitments for at least four environmental aspects, and you must choose these aspects from the Environmental Performance Table on pages 29-31 of the Instructions. The aspects you select for your future commitments should be related to the objectives and targets in your EMS. Where possible, they also should be identified as having a significant environmental impact in your EMS. No more than two of your aspects can be from the same environmental category. If you're not sure how your objectives and targets fit into our aspects or whether your aspects are significant, call the PTrack Information Hotline at 1-888-339-PTRK.

Once you have chosen your four environmental aspects, then fill in all the necessary information for these aspects in the tables on pages 7-10 of this form. Please quantify each of your aspects using the units listed for that aspect in the Environmental Performance Table. Each table that you must fill in corresponds to one of the environmental aspects you have chosen.

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We will assume that your performance commitments are based on a constant production or employment level. If you would like to base your commitment on changing production or employment, please fill out optional questions 6a and 6b.

Note to small facilities: If you are a small facility, you must report future commitments for only two environmental aspects.



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1	What aspect have you selected from the Table on pages 29-31?	Total Solid Waste	
2	What units are you using to quantify this aspect?	Tons	
<i>3a</i>	Is this aspect considered significant in your EMS?	⊠ Yes □ No	
<i>3b</i>	If no, please explain why you believe this aspect should be included as a performance commitment.		
		CURRENT	FUTURE
4	List the current annual quantity of the aspect and the annual quantity you are committing to achieve by the end of the third year of your participation in Performance Track.	5.50	4.95
5	What are the years for which you are reporting these quantities?	January 2002	December 2005
6a	(Optional) What is your future normalizing factor. (Page 21 of the Instructions will help you calculate this.)	1.0	
6b	(Optional) What is your normalizing factor based on (e.g., production, employment)?	Million finished units produced	
7	You committed to an improvement in the quantity of this aspect in Question 4. How do you plan to achieve this improvement?	Improved separation of wastes streams for recycling	
8a	Are you subject to Federal, State, tribal, or local regulatory requirements for this aspect?	☐ Yes ☑ No	
8b	If yes, please list those requirements, including the quantitative limits and compliance deadlines that apply to you. Explain how your commitment exceeds requirements.		

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Second commitment

1	What aspect have you selected from the Table on pages 29-31?	Expected Waste of Product	
2	What units are you using to quantify this aspect?	Pounds	
<i>3a</i>	Is this aspect considered significant in your EMS?	☐ Yes No	
<i>3b</i>	If no, please explain why you believe this aspect should be included as a performance commitment.	The waste for this particular new product (PowerStripe AP) line (12) is too high and it should be reduced.	
		CURRENT	FUTURE
4	List the current annual quantity of the aspect and the annual quantity you are committing to achieve by the end of the third year of your participation in Performance Track.	792	582
5	What are the years for which you are reporting these quantities?	November 2002	December 2005
6a	(Optional) What is your future normalizing factor. (Page 21 of the Instructions will help you calculate this.)	1.0	
<i>6b</i>	(Optional) What is your normalizing factor based on (e.g., production, employment)?	Per system flushout.	
7	You committed to an improvement in the quantity of this aspect in Question 4. How do you plan to achieve this improvement?	Reclaiming the inner concentrate	
8a	Are you subject to Federal, State, tribal, or local regulatory requirements for this aspect?	☐ Yes ☒ No	
8b	If yes, please list those requirements, including the quantitative limits and compliance deadlines that apply to you. Explain how your commitment exceeds requirements.		



Third commitment

1	What aspect have you selected from the Table on pages 29-31?	Total Water Use		
2	What units are you using to quantify this aspect?	Gallons		
<i>3a</i>	Is this aspect considered significant in your EMS?	☐ Yes ⊠ No	☐ Yes ☒ No	
<i>3b</i>	If no, please explain why you believe this aspect should be included as a performance commitment.	Conservation of natural resources is a part of our Environmental Policy Statement. Although water usage is not "significant", we believe that we should, and can, reduce it.		
		CURRENT	FUTURE	
4	List the current annual quantity of the aspect and the annual quantity you are committing to achieve by the end of the third year of your participation in Performance Track.	316,000	303,000	
5	What are the years for which you are reporting these quantities?	January 2002	December 2005	
6a	(Optional) What is your future normalizing factor. (Page 21 of the Instructions will help you calculate this.)	1.0		
6b	(Optional) What is your normalizing factor based on (e.g., production, employment)?	Gallons per million finished units produced.		
	You committed to an improvement in the quantity of this aspect in Question 4. How do you plan to achieve this improvement?	Review of water usage, reduction of open loop water usage, and water reuse.		
8a	Are you subject to Federal, State, tribal, or local regulatory requirements for this aspect?	☐ Yes ⊠ No		
<i>8b</i>	If yes, please list those requirements, including the quantitative limits and compliance deadlines that apply to you. Explain how your commitment exceeds requirements.			



Fourth commitment

1	What aspect have you selected from the Table on pages 29-31?	Emissions of NOx	
2	What units are you using to quantify this aspect?	Tons	
<i>3a</i>	Is this aspect considered significant in your EMS?	☐ Yes ⊠ No	
<i>3b</i>	If no, please explain why you believe this aspect should be included as a performance commitment.	We plan to reduce our use of #6 fuel oil in order to reduce the use of PBTs found in the oil. As a result we will also reduce our NOx emissions.	
		CURRENT	FUTURE
4	List the current annual quantity of the aspect and the annual quantity you are committing to achieve by the end of the third year of your participation in Performance Track.	16.2	13.0
5	What are the years for which you are reporting these quantities?	January 2002	December 2005
6a	(Optional) What is your future normalizing factor. (Page 21 of the Instructions will help you calculate this.)	1.0	
6b	(Optional) What is your normalizing factor based on (e.g., production, employment)?		
7	You committed to an improvement in the quantity of this aspect in Question 4. How do you plan to achieve this improvement?	Review, documentation, and repair of steam traps.	
8a	Are you subject to Federal, State, tribal, or local regulatory requirements for this aspect?	⊠ Yes □ No	
8b	If yes, please list those requirements, including the quantitative limits and compliance deadlines that apply to you. Explain how your commitment exceeds requirements.	Our NOx/SO2 RES requires us to track emissions and to ensure that they remain below the agreed to limit.	

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Why do we need this information?

Facilities need to demonstrate their commitment to public outreach and performance reporting. You should have appropriate mechanisms in place to identify community concerns, to communicate with the public, and to provide information on your environmental performance.

What do you need to do?

- Describe your approach to public outreach.
- List three references who are familiar with your facility.

Section D

Tell us about your public outreach and reporting.

1	How do you identify and respond to community concerns?	Community concerns would normally come to us either directly from the public or department and agencies such as the Town Board of Health, the Town Fire Department, etc.
		We are a founding member of NBEN (Northesat Business Environmental Network).
		We are a member of the Merrimack Valley Local Emergency Planning Committee (LEPC).
2	How do you inform community members of important matters that affect them?	We are located in a remote industrial park. Spills, leaks, emissions, or discharges of any of our chemicals would have no immediate impacts on community members. If, however, a major incident were to arise we would follow our Crisis Management Program. A representative from Human Resources would respond to questions from the community. Corporate Public Relations is another source of information for the community. We are also a member of the Merrimack Valley LEPC.
3	How will you make the Performance Track Annual Performance Report available to the public?	☐ Website www.
		☐ Newspaper
		☐ Open Houses
		⊠ Other
		It will be made available upon request.

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4 Are there any ongoing citizen suits against your facility?	☐ Yes	⊠ No	
If yes, describe briefly in the right-hand column.			

5 List references below

	Organization	Name	Phone number
Representative of a Community/ Citizen Group	Town of Andover Board of Health	Everett Penney	978-623-8295
State/tribal/local regulator	Massachusetts Department of Environmental Protection	Martha Bolis	978-661-7644
Other community/local reference (e.g., emergency management official or business associate)	Greater Lawrence Sanitary District	Colleen Spero	978-685-1612

On behalf of Gillette Andover Manufacturing Center [my facility],



Participation Statement.

I certify that

I have read and agree to the terms and conditions for Application and Participation in the National Environmental Performance Track, as specified in the *National Environmental Performance Track Program Guide* and in the *Application Instructions*;

- I have personally examined and am familiar with the information contained in this Application, including the Environmental Requirements Checklist. The information contained in this Application is, to the best of my knowledge and based on reasonable inquiry, true, accurate, and complete, and I have no reason to believe the facility would not meet all program requirements;
- My facility has an environmental management system (EMS), as defined in the Performance Track
 EMS requirements, including systems to maintain compliance with all applicable Federal, State,
 tribal, and local environmental requirements in place at the facility, and the EMS will be maintained
 for the duration of the facility's participation in the program;
- My facility has conducted an objective assessment of its compliance with all Federal, State, tribal, and local environmental requirements, and the facility has corrected all identified instances of potential or actual noncompliance;
- Based on the foregoing compliance assessment and subsequent corrective actions (if any were necessary), my facility is, to the best of my knowledge and based on reasonable inquiry, currently in compliance with applicable Federal, State, tribal, and local environmental requirements.

I agree that EPA's decision whether to accept participants into or remove them from the National Environmental Performance Track is wholly discretionary, and I waive any right that may exist under any law to challenge EPA's acceptance or removal decision.

I am the senior facility manager and fully authorized to execute this statement on behalf of the corporation or other legal entity whose facility is applying to this program.

Signature/Date	
Printed Name/Title	Mr./Mrs./Ms./Dr. Patrick Ladd Plant Manager
Phone Number/E-mail	978-749-5000
Facility Name	Gillette Andover Manufacturing Center
Facility Street Address	30 Burtt Road

Expiration Date:

City/State/Zip Code

Andover, MA 01810

Paperwork Reduction Act Notice

The public reporting and recordkeeping burden for this collection of information is estimated to average 40 hours per response. Burden means the total time, effort, or financial resources expended by persons to generate, maintain, retain, or disclose or provide information to or for a Federal agency. This includes the time needed to review instructions; develop, acquire, install, and utilize technology and systems for the purposes of collecting, validating, and verifying information, processing and maintaining information, and disclosing and providing information; adjust the existing ways to comply with any previously applicable instructions and requirements; train personnel to be able to respond to a collection of information; search data sources; complete and review the collection of information; and transmit or otherwise disclose the information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number.

Send comments on the Agency's need for this information, the accuracy of the provided burden estimates, and any suggested methods for minimizing respondent burden, including through the use of automated collection techniques to the Director, Collection Strategies Division, U.S. Environmental Protection Agency (2822), 1200 Pennsylvania Ave., NW, Washington, D.C. 20460. Include the OMB control number in any correspondence. Do not send the completed form to this address.

Environmental Requirements Checklist

Use the Environmental Requirements Checklist to answer Question 5 in *Section A, Tell us about your facility*. This Checklist will help you identify the *major* Federal, State, tribal, and local environmental requirements that apply at your facility, but it is not an exhaustive list of all environmental requirements that may be applicable at your facility.

Fill in your facility information below and enclose the completed Checklist with your application.

Air Pollution Regulations

Check all that apply

\boxtimes	1.	National Emission Standards for Hazardous Air Pollutants (40 CFR 61)
\boxtimes	2.	Permits and Registration of Air Pollution Sources
\boxtimes	3.	General Emission Standards, Prohibitions, and Restrictions
\boxtimes	4.	Control of Incinerators
\boxtimes	5.	Process Industry Emission Standards
\boxtimes	6.	Control of Fuel Burning Equipment
\boxtimes	7.	Control of VOCs
\boxtimes	8.	Sampling, Testing, and Reporting
	9.	Visible Emissions Standards
	10.	Control of Fugitive Dust
\boxtimes	11.	Toxic Air Pollutants Control
	12.	Vehicle Emissions Inspections and Testing
Other	(you r	nust list these if applicable)
	13.	Federal, State, tribal, or local regulations not listed above.
	14.	ID Numbers (specify whether State or Federal).

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Hazardous Waste Management Regulations

Check all that apply.

\boxtimes	1.	Identification and listing of hazardous waste (40 CFR 261)
	\boxtimes	- Characteristic waste
	\boxtimes	- Listed waste
\boxtimes	2.	Standards Applicable to Generators of Hazardous Waste (40 CFR 262)
	\boxtimes	- Manifesting
	\boxtimes	- Pre-transport requirements
	\boxtimes	- Record keeping/reporting
	3.	Standards Applicable to Transporters of Hazardous Waste (40 CFR 263)
		- Transfer facility requirements
		- Manifest system and record-keeping
		- Hazardous waste discharges
	4.	Standards for Owners and Operators of TSD Facilities (40 CFR 264)
		- General facility standards
		- Preparedness and prevention
		- Contingency plan and emergency procedures
		- Manifest system, record-keeping, and reporting
		- Groundwater protection
		- Financial requirements
		- Use and management of containers
		- Tanks
		- Waste piles
		- Land treatment
		- Incinerators
	5.	Interim Standards for TSD Owners and Operators (40 CFR 265)
	6.	Interim Standards for Owners and Operators of New Hazardous Waste Land Disposal Facilities (40 CFR 267)
	7.	Administered Permit Program (Part B) (40 CFR 270)
Other	(you	must list these if applicable)
	8.	Federal, State, tribal, or local regulations not listed above
	9.	ID Numbers (specify whether State or Federal).

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Hazardous Materials Management

7.

Check all that apply. \boxtimes Control of Pollution by Oil and other Hazardous Substances (33 CFR 153) \boxtimes 2. Designation of Reportable Quantities and Notification of Hazardous Materials Spill (40 CFR 302) \boxtimes 3. Hazardous Materials Transportation Regulations (49 CFR 172-173) \boxtimes 4. Worker Right-to-Know Regulations (29 CFR 1910.1200) \boxtimes Community Right-to-Know Regulations (40 CFR 350-372) 5. \boxtimes 6. Underground Storage Tank Regulations (40 CFR 280-282) Other (you must list these if applicable) Federal, State, tribal, or local regulations not listed above. 7. ID Numbers (specify whether State or Federal). **Solid Waste Management** Check all that apply. \boxtimes Criteria for Classification of Solid Waste Disposal Facilities and Practices (40 CFR 257) 2. Permit Requirements for Solid Waste Disposal Facilities 3. Installation of Systems of Refuse Disposal \boxtimes Solid Waste Storage and Removal Requirements 4. \boxtimes 5. Disposal Requirements for Special Wastes Other (you must list these if applicable) Federal, State, tribal, or local regulations not listed above.

ID Numbers (specify whether State or Federal).

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Water Pollution Control Requirements

Check all that apply.

\boxtimes	1.	Oil Spill Prevention Control and Countermeasures (SPCC) (40 CFR 112)
\boxtimes	2.	Designation of Hazardous Substances (40 CFR 116)
\boxtimes	3.	Determination of Reportable Quantities for Hazardous Substances
		(40 CFR 117)
\boxtimes	4.	NPDES Permit Requirements (40 CFR 122)
	5.	Toxic Pollutant Effluent Standards (40 CFR 129)
\boxtimes	6.	General Pretreatment Regulations for Existing and New Sources
		(40 CFR 403)
		Name of POTW Greater Lawrence Sanitary District
		ID # of POTW
	7.	Organic Chemicals Manufacturing Point Source Effluent Guidelines and Standards (40 CFR 414)
	8.	Inorganic Chemicals Manufacturing Point Source Effluent Guidelines and Standards (40 CFR 415)
	9.	Plastics and Synthetics Point Source Effluent Guidelines and Standards (40 CFR 416)
\boxtimes	10.	Water Quality Standards
	11.	Effluent Limitations for Direct Dischargers
\boxtimes	12.	Permit Monitoring/Reporting Requirements
	13.	Classifications and Certifications of Operators and Superintendents of Industrial Wastewater Plants
	14.	Collection, Handling, and Processing of Sewage Sludge
	15.	Oil Discharge Containment, Control and Cleanup
	16.	Standards Applicable to Indirect Discharges (Pretreatment)
Other	you n	nust list these if applicable)
	17.	Federal, State, tribal, or local regulations not listed above.
	18.	ID Numbers (specify whether State or Federal).

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Drinking Water Regulations

Chec	k all th	nat apply.
_		Underground Injection and Control Regulations, Criteria and Standards (40 CFR 144, 146) National Primary Drinking Water Standards (40 CFR 141) Community Water Systems, Monitoring and Reporting Requirements (40 CFR 141) Permit Requirements for Appropriation/Use of Water from Surface or Subsurface Sources Underground Injection Control Requirements Monitoring, Reporting and Record keeping Requirements for Community Water Systems must list these if applicable)
Ш	7.	Federal, State, tribal, or local regulations not listed above.
	8.	ID Numbers (specify whether State or Federal).
Toxic	c Subs	stances
Chec	k all th	at apply.
	1.	Manufacture and Import of Chemicals, Record-keeping and Reporting Requirements (40 CFR 704)
\boxtimes	2.	Import and Export of Chemicals (40 CFR 707)
	3.	Chemical Substances Inventory Reporting Requirements (40 CFR 710)
	4.	Chemical Information Rules (40 CFR 712)
	5.	Health and Safety Data Reporting (40 CFR 716)
	6.	Pre-Manufacture Notifications (40 CFR 720)
	7.	PCB Distribution Use, Storage and Disposal (40 CFR 761)
	8.	Regulations on Use of Fully Halogenated Chlorofluoroalkanes (40 CFR 762)
	9.	Storage and Disposal of Waste Material Containing TCDD (40 CFR 775)
Other	r (you	must list these if applicable)
	10.	Federal, State, tribal, or local regulations not listed above.
	11.	ID Numbers (specify whether State or Federal).

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Pesticide Regulations

Check all that apply.

\boxtimes	1.	FIFRA Pesticide Use Classification (40 CFR 162)
		Procedures Storage and Disposal of Pesticides and Containers (40 CFR 165)
	3.	Certification of Pesticide Applications (40 CFR 171)
	4.	Pesticide Licensing Requirements
	5.	Labeling of Pesticides
	6.	Pesticide Sales, Permits, Records, Application and Disposal Requirements
	7.	Disposal of Pesticide Containers
	8.	Restricted Use and Prohibited Pesticides
Other (y	ou mu	st list these if applicable)
	9.	Federal, State, tribal, or local regulations not listed above.
	10.	ID Numbers (specify whether State or Federal).
Environ	menta	al Clean-Up, Restoration, Corrective Action
		Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA or Superfund). Please identify and include date of Record of Decision.
		RCRA Corrective Action. Please provide date of RCRA/HSWA permits that require corrective action.
		Other Federal, State, tribal, or local environmental clean-up, restoration, corrective action regulations not listed above. Please include date of requirement.
Facility	Name	The Gillette Company, Andover manufacturing Center
Facility	Locat	ion: 30 Burtt Road, Andover, MA 01810